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SERIES II No. 34

# OFFICIAL GAZETTE



# GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

*Note:- There is one Extraordinary issue to the Official Gazette, Series II No. 33 dated 16-11-2017 namely, Extraordinary dated 22-11-2017 from pages 1825 to 1826 regarding Notification from Department of Elections.*

## GOVERNMENT OF GOA

Department of Education, Art & Culture

Directorate of Education

### Order

No. 1(2)-1-2015/SE/121

Government is pleased to order transfer and posting of the following Officers under the Directorate of Education, Porvorim, as detailed below, with immediate effect:-

Sr. No.	Name of the officer/ /designation	Present posting	Place of posting on transfer
1	2	3	4
1.	Smt. Lira Alvares Vasconcalos/ /Souza, Vice-Principal	Government Higher Secondary School, Baina, Vasco-Goa	Headmaster, Government High School, Main, Vasco-Goa vice Smt. Geetanjali Parab, transferred.
2.	Smt. Geetanjali S. Parab, Headmaster	Government High School, Main, Vasco-Goa	Vice-Principal, Government Higher Secondary School, Khandola, Marcel-Goa.

Consequent upon the above transfer of Smt. Lira Alvares Vasconcalos/Souza, Vice-Principal, Government Higher Secondary School, Baina-Vasco, Kum. Geraldina Luiza Mendes, Principal, Government Higher Secondary School, Baina-Vasco, shall hold the charge of Vice-Principal, Government Higher Secondary School, Baina-Vasco in addition to her own duties until further orders.

The transfer of Smt. Lira Alvares Vasconcalos/Souza is in public interest.

The transfer of Smt. Geetanjali S. Parab, Headmaster is at her own request and hence she is not entitled to claim T. A/D.A. and joining time as per rules in force.

Smt. Lira Alvares Vasconcalos/Souza shall move first.

They should report to the new place of posting immediately.

The date of relieving/joining should be communicated the respective Zonal Offices under intimation to this office.

By order and in the name of the Governor of Goa.

G. P. Bhat, Director & ex officio Joint Secretary (Education).

Porvorim, 8th November, 2017.

## Goa Board of Secondary and Higher Secondary Education

## Notification

No. GBSHSE/IT/BRD-ELE/2017/2721

In pursuance of sub-section (2) of Section 12 of the Goa, Daman and Diu Secondary and Higher Secondary Education Board Act, 1975 (Act No. 13 of 1975) (hereinafter called the "said Act"), read with Rule 29 of the Goa, Daman and Diu Secondary and Higher Secondary Education Board Members Election Procedure Rules, 1979, the names of persons who have been elected and nominated as members of the Goa Board of Secondary and Higher Secondary Education under sub-section (1) of Section 12 of the said Act for the term 2017-2021 are hereby published as follows:

Category	Respective clause of Class B—Elected Members/Class C—Nominated Members under which Member is elected/nominated	Name of the Member
1	2	3
Class B Elected Members	i) Two members of the Legislative Assembly of Goa.	(1) Shri Nilesh Cabral, MLA. (2) Shri Dayanand Sopte, MLA.
	(ii) Two members to represent the University of Goa.	(1) Dr. Satish Hari Prabhu Keluskar. PES RSN College of Arts & Science, Farmagudi, Ponda-Goa. (2) Prof. Vrushali Mandrekar, Department of Hindi, Goa University.
	(iii) (a) Four Principals of Higher Secondary Schools two each from North Goa and South Goa Districts.	(I) <b>For North Goa District</b> (1) Shri Sadanand Shivnath Hinde, Principal—Shri Bhumika Higher Secondary Higher School, Parye, Satari-Goa. (2) Shri Ramdas V. Kelkar, Principal—Sapteshwar Institute for Higher Secondary School for Arts & Commerce, Dev Mandrekar Nagar, Deulwada, Madre-Goa.
		(II) <b>For South Goa District</b> (1) Shri Walter Agnelo Socorro Cabral, Principal—St. Andrew's Higher Secondary School, Vasco-da-Gama, Goa.

1	2	3
		(2) Dr. Uday C. Gaunker, Principal–Damodar English Higher Secondary School, Gudi, Paroda, Quepem-Goa.
(iii)	(b) Two teachers from Vocational Stream to represent North Goa and South Goa Districts.	<p><b>(I) For North Goa District</b></p> <p>1) Shri Gopal Prabhu, Voc. Teacher–St. Xavier's Higher Secondary School, Mapusa, Bardez, Goa.</p> <p><b>(II) For South Goa District</b></p> <p>2) Smt. Miriam Ann Duarte, Voc. Teacher–Carmel Higher Secondary School, Nuvem, Salcete-Goa.</p>
(iv)	Two Grade I teachers from Higher Secondary Schools to represent North Goa and South Goa Districts.	<p><b>(I) For North Goa District</b></p> <p>1) Shri Sanjay Naik, Grade I Teacher–DCT'S Vasantrao Dempo Higher Secon- dary School for Arts, Commerce &amp; Science, Cujira, Bambolim-Goa.</p> <p><b>(II) For South Goa District</b></p> <p>2) Shri Oscar Agnelo Aurelio Da Costa, Grade I, Teacher–Fr. Agnel Multipurpose Higher Secondary School, Verna, Salcete-Goa.</p>
(v)	Six Headmasters/Headmistress of Secondary Schools from six designated areas.	<p><b>(i) For Pernem, Satari and Bicholim designated area:</b> Shri Sudan Fati Naik Gaonkar, Headmaster– Government High School, Agarwada, Pernem-Goa.</p> <p><b>(ii) For Bardez designated area:</b> Smt. Maria Gorette Alphonso, Headmistress–Mae De Deus High School, Corjuem, Aldona, Bardez-Goa.</p>

1	2	3
		<p>(iii) <b>For Tiswadi and Mormugao designated area:</b> Shri Joseph Russell Coutinho, Headmaster–Santa Cruz High School, Santa Cruz, Ilhas-Goa.</p> <p>(iv) <b>For Ponda, Sanguem &amp; Dharbandoda designated area:</b> Shri Damoar Guna Phadte, Headmaster–Mahanandu G. Naik Memorial High School, Bhoma, Marcel-Goa.</p> <p>(v) <b>For Salcete designated area:</b> Shri Conrad Catoline Mendes, Headmaster–Fr. Agnel Multipurpose High School, Verna, Salcete-Goa.</p> <p>(vi) <b>For Quepem and Canacona designated area:</b> Shri Hemant Madhusudan Kamat, Headmaster–Shri Nirakar Vidyalaya, Mashem, Canacona-Goa.</p>
(vi)	Six teachers of Secondary Schools from six designated areas.	<p>(i) <b>For Pernem, Satari and Bicholim designated area:</b> Shri Parshuram Namdev Gawade, Teacher, Shri Bhagavati High School, Pernem, Goa.</p> <p>(ii) <b>For Bardez designated area:</b> Smt. Maria Barbara D. A. Pereira, Teacher, Sacred Heart of Jesus High School, Anjuna, Bardez-Goa.</p> <p>(iii) <b>For Tiswadi and Mormugao designated area:</b> Shri Dilesh Gadekar, Teacher,</p>

1	2	3
		Popular English High School, Goa Velha, Ilhas-Goa.
		<b>(iv) For Ponda, Sanguem &amp; Dharbandoda designated area:</b> Shri Devanand S. Satarkar, Teacher, S.S. Samiti's Smt. Indirabai V. Bhat Dhavalikar High School, Dhavali, Ponda, Goa.
		<b>(v) For Salcete designated area:</b> Shri Vishwas V. Kurade, Teacher, Infant Jesus High School, Colva, Salcete, Goa.
		<b>(vi) For Quepem and Canacona designated area:</b> Shri Mahesh Pandhari Bhagat, Teacher, New Educational Institute, Curchorem, Goa.
	(vii) Two representatives of the management of Secondary and Higher Secondary Schools.	1) Shri Pandurang Jaganath Prabhudesai, President/Chairman, Utkarsh High School, Rivona, Sanguem-Goa. 2) Shri Shashikant Krishna Punaji, President/Chairman, Mangurish Vidyalaya English High School, Shrigal, Aroba, Dhargal, Pernem-Goa.
Category	Six members nominated by the Government	Name of the Member
Class C Nominated Members	(i) Representative of visual/performing arts, namely:-	1) Shri Mahesh Vengurlekar, Principal, Goa College of Arts, Altinho, Panaji-Goa.
	(ii) Representative from those who have contributed towards education/rehabilitation of the handicapped, namely:-	1) Shri Guruprasad Pawaskar, Chairman, Sanjay School, Porvorim, Bardez, Goa.

1	2	3
	(iii) Principal of a Secondary Teachers' Training College, namely:-	1) Dr. Allen Abreu, G. V. M.'s College of Education, Ponda, Goa.
	(iv) Two persons other than the staff of Colleges, heads and teachers of Secondary and Higher Secondary Schools.	1) Dr. Celesa Pinto, Behind Mahalaxmi Vachanalaya, Fontainhas, Mala, Panaji-Goa.
	(v) Member to represent Vocational Education, namely:-	1) Shri Nagendra D. Kore, Sarwasti Krupa Housing Society, Liveramento waddo, Sangolda, Bardez-Goa.

Shri Gajanan P. Bhat, Chairman (Goa Board of Secondary and Higher Secondary Education).

Alto-Betim, 17th November, 2017.

V. No. A-1471/2017.

Directorate of Higher Education

Order

No. 3/63/DHE/Creation of posts/2017-18/2416

Sanction of the Government is hereby accorded for creation of the following posts belonging to Group 'A', 'B' and 'C' in the Directorate of Higher Education with immediate effect:-

Sr. No.	Designation of posts	Pay scales (pre-revised)	Pay Matrix as per VIIth Pay Commission	No. of posts
1	2	3	4	5
1.	Joint Director (Accounts) (Group 'A')	Rs. 15,600-39,100+6,600 (GP)	LEVEL-11	1
2.	Dy. Director (Accounts) (Group 'A')	Rs. 15,600-39,100+5,400 (GP)	LEVEL-10	1
3.	Dy. Director, Estt./Trg./Dev./Admn./SHEC (Group 'A')	Rs. 15,600-39,100+5,400 (GP)	LEVEL-10	1
4.	Assistant Director (Academic) (Group 'A')	Rs. 15,600-39,100 (GP) as per UGC norms/guidelines	As per UGC norms	1
5.	Astt. Director (SHEC) (Group 'B')	Rs. 9,300-34,800+4,600 (GP)	LEVEL-7	1
6.	Astt. Director (Admn./Est.) (Group 'B')	Rs. 9,300-34,800+4,600 (GP)	LEVEL-7	1
7.	Astt. Director (Trg./Dev.) (Group 'B')	Rs. 9,300-34,800+4,600 (GP)	LEVEL-7	1
8.	Asstt. Accounts Officer (Group 'B')	Rs. 9,300-34,800+4,600 (GP)	LEVEL-7	2
9.	Research Assistant (Group 'B')	Rs. 9,300-34,800+4,200 (GP)	LEVEL-6	1
10.	Network Engineer (Group 'C')	Rs. 9,300-34,800+4,200 (GP)	LEVEL-6	1
11.	Head Clerk (Group 'C')	Rs. 9,300-34,800+4,200 (GP)	LEVEL-6	3
12.	Accountant (Group 'C')	Rs. 9,300-34,800+4,200 (GP)	LEVEL-6	3
13.	UDC (Group 'C')	Rs. 5,200-20,200+2,400 (GP)	LEVEL-4	7
14.	Auditor (Group 'C')	Rs. 5,200-20,200+2,800 (GP)	LEVEL-5	6

1	2	3	4	5
15. Statistical Assistant (Group 'C')	Rs. 5,200-20,200+2,800 (GP)	LEVEL-5	2	
16. Jr. Steno (Group 'C')	Rs. 5,200-20,200+2,400 (GP)	LEVEL-4	3	
17. Store Clerk (Group 'C')	Rs. 5,200-20,200+1,900 (GP)	LEVEL-2	1	
18. Investigator (Group 'C')	Rs. 5,200-20,200+2,400 (GP)	LEVEL-4	2	
19. LDC (Group 'C')	Rs. 5,200-20,200+1,900 (GP)	LEVEL-2	14	
20. Driver (Group 'C')	Rs. 5,200-20,200+1,900 (GP)	LEVEL-2	1	
21. MTS (Group 'C')	Rs. 5,200-20,200+1,800 (GP)	LEVEL-1	6	
			Total	59

The expenditure shall be debited under Demand No. 35 under the Budget Head 2202—General Education; 03—University and Higher Education; 001—Direction & Administration; 01—Directorate of Higher Education (Plan); 01—Salaries.

This issues with the approval of Administrative Reforms Department, vide their U.O. No. A.R. No. 2323/F dated 08-09-2017, concurrence of the Finance (R & C) Department, vide their U.O. No. 1400040859 dated 27-10-2017 and approval of the Cabinet in its XXth meeting held on 08-11-2017 as conveyed by GAD, vide letter No. 1/41/2017-GAD-11 dated 10-11-2017.

By order and in the name of the Governor of Goa.

*Diwan N. Rane*, Under Secretary (Higher Education).

Porvorim, 10th November, 2017.

#### Order

No. 1/13/2017-DHE/2461

Read: Government Order No. 1/13/2017-DHE/2236 dated 26-10-2017.

In partial modification to Government Order read in preamble, Dr. Maria Fatima De Souza, Associate Professor in Commerce shall discharge her duties at Government College of Commerce and Economics, Borda, Margao-Goa on working arrangement basis and shall draw her salary from the month of November, 2017 against the existing post of Assistant Professor in Commerce in Government College of Arts, Science and Commerce, Quepem until further orders.

Consequently, Government is pleased to transfer and post Shri Vishal K. Naik, Assistant Professor in Commerce (Accounting), Government College of Commerce and Economics, Borda, Margao-Goa to Government College of Arts, Science and Commerce, Quepem on working arrangement basis and he shall draw his salary from the month of November, 2017 against the existing post of Associate Professor in Commerce in Government College of Commerce and Economics, Borda, Margao-Goa until further orders.

This issues with immediate effect.

*Diwan N. Rane*, Under Secretary (Higher Education).

Porvorim, 15th November, 2017.

#### Department of Home

Home—General Division

#### Order

No. 20/26/66/HD(G)/Vol. III/3330

Sanction of the Government is hereby accorded to incur an expenditure of Rs. 3,85,000/- (Rupees three lakhs eighty five thousand only) towards payment of cash in lieu of land grant for the Post Independence Gallantry/Non Gallantry award winners to the following 21 awardees by the Department of Sainik Welfare.

## LIST OF GALLANTRY/NON GALLANTRY AWARD WINNERS

for the year 2017-18

Sr. No.	Name of Awardees	Award			Total Annuity	
1.	Late Wg Cdr V. B. Sawardekar	KC	—	55,000/-	60,000/-	Widow.
		AVSM	—	5,000/-		
2.	General S. F. Rodrigues	PVSM	—	6,000/-	9,000/-	
		VSM	—	3,000/-		
3.	Cdr Noel Kelman (Retd.)	KC	—	55,000/-	55,000/-	
4.	Air Mshl C. S. Naik (Retd.)	PVSM	—	6,000/-	14,000/-	
		AVSM	—	5,000/-		
		VSM	—	3,000/-		
5.	Lt. Gen. C. A. Barretto (Retd.)	PVSM	—	6,000/-	6,000/-	
6.	Vice Adm John D'Silva (Retd.)	PVSM	—	6,000/-	11,000/-	
		AVSM	—	5,000/-		
7.	Rear Adm P. A. Debrass (Retd.)	AVSM	—	5,000/-	12,000/-	
		NM(G)	—	7,000/-		
8.	Maj. Gen (Mrs.) G. A. Saha (Retd.)	AVSM	—	5,000/-	8,000/-	
		VSM	—	3,000/-		
9.	Cmde K. P. Mathew (Retd.)	AVSM	—	5,000/-	5,000/-	
10.	Brig Ian da Costa (Retd.)	VSM	—	3,000/-	3,000/-	
11.	Wg Cdr Cecil Barretto (Retd.)	VSM	—	3,000/-	3,000/-	
12.	CPO Nathu Singh Tomar	NM(G)	—	7,000/-	7,000/-	
13.	Hony Sub Lt. Kans Raj	NM(G)	—	7,000/-	7,000/-	
14.	Late Spr Ramchandra S. Shinde	SC	—	35,000/-	35,000/-	Mother.
15.	Vice Adm M. R. Schunker	PVSM	—	6,000/-	11,000/-	
		AVSM	—	5,000/-		
16.	Gp. Capt. C. A. Dalton	VM(G)	—	7,000/-	7,000/-	
17.	Late Lt. Narendra A. Mayekar	KC	—	55,000/-	55,000/-	Widow.
18.	Maj. Gen. Pakala Venkateswarlu	AVSM	—	5,000/-	8,000/-	
		VSM	—	3,000/-		
19.	Admiral Sureesh Mehta	PVSM	—	6,000/-	11,000/-	
		AVSM	—	5,000/-		
20.	Air Vice Marshal Giles Gomez	VSM	—	3,000/-	3,000/-	
21.	Col I. J. Crasto	KC	—	55,000/-	55,000/-	
Total					Rs. 3,85,000/-	

(Rupees three lakhs eighty five thousand only).

All the award winners have to be paid one time cash and cash in lieu of land once in a year (Annually).

The expenditure shall be debited to Budget Head: 2235—Social Security & Welfare, 60—Other Social Security & Welfare, 200—Other Programmes, 05—Cash Grant/Cash in lieu of Land Grant for the Post Independence Gallantry, 32—Contribution.

The amount will be drawn and disbursed by the Secretary, Department of Sainik Welfare, Panaji-Goa.

This issues with the concurrence of Finance (Exp.) Department vide their FMS No. 1400043634 dated 31-10-2017.

By order and in the name of the Governor of Goa.

*Neetal P. Amonkar*, Under Secretary (Home).

Porvorim, 10th November, 2017.



## Department of Labour

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Order

No. 28/23/2017-LAB/769

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Chowgule Industries Private Limited, Verna Industrial Estate, Verna, Goa, and its workmen, represented by the Gomantak Mazdoor Sangh, in respect of the matter specified in the schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7A of the said Act.

## SCHEDULE

- "(1) Whether the action of the management of M/s. Chowgule Industries Private Limited, in transferring its workmen S/S. Sankalp Nagvekar, Account Executive and Viprav Vasta, Account Executive, from Fatorda Branch to Colvale Branch and Vasco Branch respectively, with effect from 15-12-2016, is legal and justified?
- (2) If not, what relief the workmen are entitled to?"

By order and in the name of the Governor of Goa.

*Georgina Saldanha*, Under Secretary (Labour).

Porvorim, 13th November, 2017.

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Order

No. 28/25/2017-LAB/775

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the Public Works Department, Works Division-IX (PHE), Fatorda, Margao, Goa and M/s. P. M. Detective and Securities, PWD Contractor, Margao, Goa, and their workman, Shri Bernard Cruz, Meter Reader, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under Section 7(1) of the said Act.

## SCHEDULE

- "(1) Whether there exists severance of employer-employee relationship between the Public Works Department, Works Division-IX(PHE), Fatorda, Margao, Goa, and Shri Bernard Cruz, Meter Reader on account of termination of his services?
- (2) Whether there exists severance of employer-employee relationship between the management of M/s. P. M. Detective and Securities, PWD Contractor, 3rd Floor, Fatima Chambers, Margao, Goa and Shri Bernard Cruz, Meter Reader, on account of termination of his services?
- (3) If the answer to issues No. (1) and (2) above is in the affirmative, then, what relief the workman is entitled to?"

By order and in the name of the Governor of Goa.

*Georgina Saldanha*, Under Secretary (Labour).

Porvorim, 14th November, 2017.

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Order

No. 28/26/2017-LAB/776

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the Public Works Department, Works Division-IX (PHE), Fatorda, Margao, Goa and M/s. P. M. Detective and Securities, PWD Contractor, Margao, Goa and their workman, Shri Domingos Diogo Monteiro, Meter Reader, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act

14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under Section 7(1) of the said Act.

#### SCHEDULE

- "(1) Whether there exists severance of employer-employee relationship between the Public Works Department, Works Division-IX(PHE), Fatorda, Margao, Goa, and Shri Domingos Diogo Monteiro, Meter Reader, on account of termination of his services?
- (2) Whether there exists severance of employer-employee relationship between the management of M/s. P. M. Detective and Securities, PWD Contractor, 3rd Floor, Fatima Chambers, Margao, Goa and Shri Domingos Diogo Monteiro, Meter Reader, on account of termination of his services?
- (3) If the answer to issues No. (1) and (2) above is in the affirmative, then, what relief the workman is entitled to?"

By order and in the name of the Governor of Goa.

*Georgina Saldanha*, Under Secretary (Labour).

Porvorim, 14th November, 2017.

#### Order

No. 28/27/2017-LAB/777

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the Public Works Department, Works Division-IX (PHE), Fatorda, Margao, Goa and M/s. P.M. Detective and Securities, PWD Contractor, Margao, Goa and their workman, Shri Darric Dias, Meter Reader, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under Section 7(1) of the said Act.

#### SCHEDULE

- "(1) Whether there exists severance of employer-employee relationship between the Public Works Department, Works Division-IX (PHE), Fatorda, Margao, Goa and Shri Darric Dias, Meter Reader, on account of termination of his services?
- (2) Whether there exists severance of employer-employee relationship between the management of M/s. P. M. Detective and Securities, PWD Contractor, 3rd Floor, Fatima Chambers, Margao, Goa and Shri Darric Dias, Meter Reader, on account of termination of his services?
- (3) If the answer to issue No. (1) and (2) above is in the affirmative, then what relief the workman is entitled to?"

By order and in the name of the Governor of Goa.

*Georgina Saldanha*, Under Secretary (Labour).

Porvorim, 14th November, 2017.

#### Order

No. 28/30/2017-LAB/782

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Zantye Brothers, Haturlim, Bicholim, Goa and their Workperson, Mrs. Shreya S. Gosavi, Grader, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under Section 7(1) of the said Act.

#### SCHEDULE

- "(1) Whether the action of the management of M/s. Zantye Brothers, Haturlim, Bicholim, Goa, in refusing employment to Mrs. Shreya S. Gosavi, Grader, with effect from 29-09-2016, is legal and justified?

(2) If not, what relief the workperson is entitled to?"

By order and in the name of the Governor of Goa.

*Georgina Saldanha*, Under Secretary (Labour).  
Porvorim, 15th November, 2017.

### Order

No. 28/20/2017-LAB/783

Whereas the Government of Goa is of the opinion that an industrial dispute exists between M/s. Automobile Corporation of Goa Limited, Honda, Satari, Goa and their workmen, represented by the ACGL Employees Union, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7-A of the said Act.

### SCHEDULE

"(1) Whether the demand of ACGL Employee's Union, Honda, Satari, Goa for Variable Dearness Allowance (V.D.A.) at the rate of Rs. 2.00 per point for the period from 01-06-1990 to 31-03-2006, is legal and justified?

(2) If not, to what relief the workmen are entitled to?"

By order and in the name of the Governor of Goa.

*Georgina Saldanha*, Under Secretary (Labour).  
Porvorim, 15th November, 2017.

### Order

No. 28/28/2017-LAB/784

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Orchid Biomedical System, Division of Tulip Diagnostics (P) Limited, Verna Industrial Estate, Verna, Goa, and their workmen,

represented by the Gomantak Mazdoor Sangh, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7-A of the said Act.

### SCHEDULE

"(1) Whether the action of the management of M/s. Orchid Biomedical System, Division of Tulip Diagnostics (P) Limited, Verna Industrial Estate, Verna, Goa, in not conceding the following Charter of demands raised by the Gomantak Mazdoor Sangh vide their letter dated 28-11-2016, is legal and justified?

### CHARTER OF DEMANDS

#### *Demand No. 1: Pay Scales:*

Grades:

- I: 3575-160-4375-180-5275-200-6275-220-7375-240-8575-260-9875-280-11275.
- II-3: 4050-185-4975-205-6000-225-7125-245-8350-265-9675-285-11100-305-12625.
- III-2: 4500-200-5500-220-6600-240-7800-260-9100-280-10500-300-12000-320-13600.
- IV-1: 5075-235-6250-260-7550-285-8975-310-10525-335-12200-360-14000-385-15925.

#### *Demand No. 2: Flat Rise:*

Union demands that all the workmen shall be given the flat rise at the rate of Rs. 4,000/- in the Basic.

Fitment: The above amounts should be added to the existing basic and thereafter fitted in revised pay scale in the higher stage.

#### *Demand No. 3: Seniority Increments:*

Union demands that the workmen should be given Seniority increments as mentioned below:

Service up to 3 years	: One Increment.
Service from 3 years to 7 years	: Two Increments.
Service from 7 years to 10 years	: Three Increments.

Service from 10 years to : Four Increments.  
15 years  
Service from 15 years to : Five Increments.  
20 years  
Service above 20 years : Six Increments.

**Demand No. 4: Variable Dearness Allowance:**

Union demands that the VDA shall be paid at the revised rate of Rs. 3/- per point rise beyond 4500 points of AICPI (1960) the computation of VDA shall be made quarterly based as per existing system.

**Demand No. 5: House Rent Allowance:**

Union demands that HRA should be paid at the revised rate of 30% of Basic, as the cost of accommodation is very high in Goa due to Tourist State.

**Demand No. 6: Education Allowance:**

The Union demands that Education Allowance shall be paid at the revised rate of Rs. 2500/- per month.

**Demand No. 7: Conveyance Allowance:**

Union demands that all workmen shall be paid conveyance allowance @ revised rate of Rs. 2500/- per month.

**Demand No. 8: Paid Holidays:**

Union demands that all the workmen shall be granted paid holidays at rate 12 days per year.

**Demand No. 9: Leave:**

Union demands that all the workers should be given leave on following basis:

- (A) Earned Leave: Union demands that all the workmen should be given Earned Leave at the rate 35 days E.L. per year with accumulation up to 120 days and leave shall be allowed to take 10 times in a year.
- (B) Casual Leave: Union demands that all the workmen should be given Casual Leave at the rate of 15 days per year with encashment facility.
- (C) Sick Leave: Union demands that those workmen covered under ESIC should be given Sick Leave at the rate of 15 days per year. And those workmen outside the purview of ESIC shall be given 15 days sick leave per year with accumulation upto 75 days.

**Demand No. 10: Leave Travel Assistance:**

Union demands that LTA should be paid at the revised by adding Rs. 5,000/- per annum to the existing LTA, with minimum of four days earned leave. The amount shall be paid one week before the commencement of leave.

**Demand No. 11: Medical Reimbursement:**

Union demands that those workmen who are outside the purview of the ESIC, shall be reimbursed full medical expenses incurred by him for self and his family including dependent father and mother.

**Demand No. 12: Loan:**

A-Union demands that existing loan shall be increased to Rs. 300000/- towards house repair and construction of house and towards the purchase of households articles or marriage of self or his/her family member, purchase of vehicle etc.

**Demand No. 13: Bonus/Ex-gratia:**

Union demands that all the workers shall be paid Bonus/Ex-gratia at the rate of 20% for gross wages (Basic, FDA & VDA) every year, before Diwali every year.

**Demand No. 14: Shift Allowance:**

Union demands that those workmen work in the shifts shall be paid shift allowance as under:

Second Shift: Rs. 50/- per second shift. And Third shift: Rs. 75/- per third shift.

**Demand No. 15: Fixed Dearness Allowance:**

Union demands that all the workers shall be paid FDA @ revised rate of Rs. 1,500/- per month.

**Demand No. 16: Accident benefits while on duty and while coming for duty and while going from the duty:**

Union demands that those workmen who met with accident while coming for duty and going back from the duty shall be treated as accident while on duty and they shall be given all the benefits such as full wages and full medical reimbursement to the concerned workmen.

**Demand No. 17: City Compensatory Allowance:**

Union demands that all the workmen shall be paid CCA at the revised of Rs. 1,000/- per month.

**Demand No. 18: Meal Reimbursement:**

Union demands that the workmen who will continue from the First/General shift to Second shift or Second shift to General/First shall be paid Rs. 150/- per day per shift work.

**Demand No. 19: Transport facility:**

Union demands that management shall provide free transport facility in all shift from the following routes:

- (a) Verna to Panaji and back.
- (b) Verna to Margao and back.
- (c) Verna to Vasco and back.
- (d) Verna to Ponda and back.



**Demand No. 20: Canteen facility:**

Union demands that the management shall provide the subsidies rate canteen facility in all the shifts.

**Demand No. 21: Emergency gate pass:**

Union demands that in case of emergency, management should give the gate pass to the worker to go out of the factory.

(2) If the answer to issue No. (1) above is in the negative, then, what relief the workmen are entitled to?"

By order and in the name of the Governor of Goa.

*Georgina Saldanha*, Under Secretary (Labour).

Porvorim, 15th November, 2017.

**Notification**

No. 28/9/2017-LAB/778

The following award passed by the Labour Court-II, at Panaji-Goa on 18-09-2017 in reference No. IT/09/2011 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Georgina Saldanha*, Under Secretary (Labour).

Porvorim, 15th November, 2017.

THE LABOUR COURT-II  
GOVERNMENT OF GOA  
AT PANAJI

(Before **Shri Suresh N. Narulkar**,  
**Hon'ble Presiding Officer**)

Case No. IT/09/2011

Shri Satyawan Gaude,  
Rep. by the Gen. Secretary,  
Goa Trade & Commercial  
Workers Union,  
Velho's Bldg., Panaji-Goa. ... Workman/Party I.

V/s

M/s. Colgate Palmolive (India)  
Limited,  
Plot No. 154 & 160,  
Kundaim Industrial Estate,  
Kundaim-Goa. ... Employer/Party II.

Party-I/Workman is represented by Adv. Shri Suhas Naik.

Party-II/Employer is represented by Adv. Shri M. S. Bandonkar.

Panaji, Dated: 18-09-2017.

**AWARD**

1. In exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) the Government of Goa, by Order dated 23-05-2011, bearing No. 28/7/2011-LAB referred the following dispute for adjudication to the Industrial Tribunal of Goa. Thereafter, the Appropriate Government transferred the present reference for its adjudication to this Labour Court II, vide its order dated 09-02-2016.

"(1) Whether the action of the management of M/s. Colgate Palmolive (India) Limited, Kundaim, Goa in dismissing from services Shri Satyawan Gaude, Operator, with effect from 30-04-2010, is legal and justified?

(2) If not, what relief the Workperson is entitled to?"

2. On receipt of the reference, a case was registered under No. LC-II/IT/09/11 and registered A/D notice was issued to the Parties. In pursuance to the said notice, the Parties put in their appearance. The Workman/Party-I (for short 'Workman'), filed his Statement of Claim on 01-07-2012 at Exhibit 6. The facts of the case in brief as pleaded by the Workman are that he was employed in the Workshop department of the Employer/Party-II (for short "Employer") as 'Lathe Operator'. He stated that he was issued a charge-sheet dated 21-02-2009 alleging certain acts of misconducts. He stated that he filed his reply to the said charge-sheet denying each and every allegations. He stated that the an enquiry was set up against him by the management by appointing Adv. A.M. Gaikwad as an Enquiry Officer to investigate into the acts of misconducts without considering the reply filed by him. He stated that in the enquiry, he was represented by the officer bearer of the union. He stated that the management was represented by Adv. A. Nigalye. He stated that after completion of the enquiry, the Enquiry Officer submitted his findings to the Employer. He stated that thereafter the Employer dismissed him from its service with effect from 30-04-2010. He stated that being aggrieved with the dismissal order, he raised an industrial dispute before the Labour Commissioner, which ended in failure.

3. The Workman contended that the enquiry has been conducted by the said Enquiry Officer in gross violations of the principles of natural justice. He

submitted that the Enquiry Officer never considered his objections in the said enquiry by overruling the same arbitrarily and mechanically in a total biased and prejudicial manner to favour the management. He submitted that the findings given by the Enquiry Officer are without any reasons in a mechanical manner. He submitted that no charges levelled against him in the charge-sheet dated 21-02-2009 have been proved beyond reasonable doubt. He submitted that the findings given by the Enquiry Officer are perverse and is liable to be set aside. He submitted that the Enquiry Officer took full advantage of his ignorance at the enquiry proceedings and conducted the entire enquiry in English, of which he is ignorant. He submitted that the Enquiry Officer made him to admit certain things taking help of his ignorance at the enquiry by force, threat and duress. He submitted that the Enquiry Officer completed the enquiry in undue haste in a biased manner in flagrant violation of the principles of natural justice. He submitted that the Enquiry Officer has committed gross error or non-application of mind. He submitted that no charges of whatsoever nature have been proved against him. He submitted that his dismissal from service is smacks of malafide intended to take revenge on him for his legitimate trade union activities and for being an office bearer of the union. Without prejudice to the above and without admitting the charges of misconduct levelled against him, he submitted that the punishment of dismissal from service meted out to him is too harsh and grossly disproportionate considering the nature of allegations levelled against him.

4. He submitted that he is unemployed and does not have any source of income. The Workman therefore prayed that the action of the Employer in dismissing him from service w.e.f. 30-04-2010 be held as illegal, unjustified and bad-in-law and he be reinstated back in service with full back wages, continuity in service and all other consequential benefits.

5. The Employer resisted the claim of the Workman by filing its written statement on 09-10-2013 at Exb.7. The Employer, as and by way of its preliminary objections filed in the written statement submitted that the entire reference is bad-in-law and not maintainable and ought to be rejected. The Employer submitted that the punishment imposed upon the Workman is proportionate and commensurate with the proved charges and his past record. The Employer therefore submitted that the dismissal of the Workman is fully legal and totally justified and

therefore no relief could be granted against the Workman and this Hon'ble Tribunal should not interfere with its disciplinary action.

6. The Employer stated that it has its plant at Kundaim Industrial Estate and is in the business of tooth paste manufacturing. The Employer stated that the Workman was appointed as an "Operator" w.e.f. 01-05-1995 and subsequently he was confirmed in services. The Employer stated that from April 2005, the Workman started remaining absent from his duties unauthorizedly without prior sanction or permission of his superiors. The Employer stated that the Workman was therefore issued a charge-sheet dated 21-02-2009. The Employer stated that the Workman did not submit his reply to the said charge-sheet. The Employer stated that thereafter an enquiry was conducted in respect of the said charge-sheet by appointing an independent Enquiry Officer. The Employer stated that the Workman fully participated in the said enquiry. The Employer stated that it has conducted an enquiry in a fair and proper manner by following the principles of natural justice. The Employer stated that after completion of the enquiry, the Enquiry Officer submitted his findings wherein all the charges are found proved against the Workman. The Employer stated that the findings of the Enquiry Officer are based on the oral as well as documentary evidence on record of the enquiry. The Employer stated that after going through the entire enquiry proceedings and its connected papers, it concurred with the findings of the Enquiry Officer and a show-cause notice dated 13-04-2010 was issued to the Workman along with a copy of the findings. The Employer stated that the Workman replied to the said show-cause notice vide his reply dated 20-04-2010. The Employer stated that the said reply was not directly linked to the charge. The Employer stated that the disciplinary authority, while dismissing him from service, has not only considered the proved charges, but also the past record, which was bad. The Employer stated that considering the seriousness and gravity of misconduct found proved against the Workman, including the past record to maintain discipline and good order in the establishment, they came to a definite conclusion that no leniency was warranted against the Workman and accordingly he was dismissed from service, vide its letter dated 30-04-2010. The Employer submitted that in the event if the Hon'ble Court comes to the conclusion that the enquiry was not conducted properly or in a fair and a proper manner or that the findings are perverse and/or are not based on evidence, the Employer craves

leave to adduce additional evidence to justify its case. The Employer denied the overall case as pleaded by the Workman and prayed for dismissal of the present reference.

7. Thereafter, the Workman filed his Re-joinder on 14-01-2014 at Exb. -08. The Workman, by way of his Re-joinder, confirms and reiterates all the submissions and averments made by him in his claim statement to be true and correct and denies all the statements and averments made by the Employer in the Written Statement, which are contrary to the statements and averments made by him.

8. Based on the pleadings filed by the respective parties herein above, the Presiding Officer, Industrial Tribunal-cum-Labour Court framed the following issues on 29-09-2014 at Exb.12.

1. Whether the Party I proves that the domestic enquiry held against him is not fair and proper?
2. Whether the charges of misconduct leveled against the Party I are proved to the satisfaction of this Tribunal by acceptable evidence?
3. Whether the Party I proves that the termination of his services by Party II vide order dated 30-04-2010 is illegal and unjustified?
4. Whether the Party I proves that the punishment of dismissal meted out to him is too harsh and grossly disproportionate to the nature of allegations leveled against him?
5. What relief? What Award?

9. Thereafter, the matter was posted for evidence to 09-06-2016. On 09-06-2016, Ld. Adv. Shri Suhas Naik appearing for the Workman as well as Ld. Adv. Shri M. S. Bandodkar appearing for the Employer remained present and orally submitted that they are trying to settle the matter amicably between the parties. Accordingly, on 11-09-2017, Ld. Adv. Shri Suhas Naik appearing for the Workman as well as Ld. Adv. Shri M. S. Bandodkar appearing for the Employer remained present and filed a joint terms of settlement duly signed by both the parties alongwith their representatives respectively, which is on record at Exb. 15.

I have carefully perused the said terms of settlement signed by and between the parties herein above. The said terms of settlement are beneficial to both the parties. Hence, I consented

for the same. Since the dispute under reference is settled between the parties, I hold that the dispute under present reference does not survive.

In view of the above, I proceed to pass the following order:

#### ORDER

1. It is held that the action of the management of M/s. Colgate Palmolive (India) Limited, Kundaim, Goa in dismissing from services of Shri Satyawar Gaude, Operator, with effect from 30-04-2010, is legal and justified, does not survive.
2. The workman Satyawar Gaude, is not entitled to any relief.
3. No order as to costs.

Inform the Government accordingly.

Sd/-  
(Suresh N. Narulkar),  
Presiding Officer,  
Labour Court-II.

#### Notification

No. 28/9/2017-LAB/779

The following award settled before the Lok Adalat at Panaji-Goa on 09-09-2017 in reference No. IT/24/10 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).  
Porvorim, 15th November, 2017.

#### LOK ADALAT

#### Compromise Memorandum in Case u/s 10(1)(d) under Industrial Disputes Act, 1947

Case No. IT/24/10

Shri S. G. Patil and 38 Ors.,  
Rep. by Goa Trade & Commercial  
Workers' Union,  
Velhos' Bldg., Panaji-Goa ... Workmen/Party I.  
Vs  
M/s. Sika India Pvt. Ltd.,  
Industrial Estate,  
Verna, Goa ... Employer/Party II.

MAY PLEASE YOUR HONOUR

**Terms of Settlement**

1. The present Industrial dispute referred before the Hon'ble Industrial Tribunal at Panaji, Goa has been settled between the parties as the Employer has informed this Hon'ble Court that they have closed all their manufacturing operations currently at Verna, Goa where these workmen were employed and offered the concerned workman the retrenchment compensation towards full and final settlement.
2. The Employer accordingly agreed to pay to each individual workman a sum of Rs. 17,000/- (Rupees seventeen thousand only) towards the compensation in full and final settlement.
3. The Employer has agreed to deposit the 39 individual Cheques amounting to Rs. 17,000/- (Rupees seventeen thousand only) per workman before the Hon'ble Industrial Tribunal to be distributed to the concerned workman.
4. In view of above, the workmen/union agreed that they have no further claim of whatsoever nature against the Employer.
5. The matter stands settled conclusively and accordingly the case stands disposed of.

Dated this 9th day of September, 2017.



Signature of the Adv. representing  
workmen/Party I



Signature of the Employer/  
Party II

**AWARD**

The matter is amicably settled as above before the Lok Adalat held on 9-9-2017 at 10.30 a.m.

1. Signature of the Presiding Officer of Panel of Lok Adalat
2. Signature of the Member of Panel of Lok Adalat
3. Signature of the Member of Panel of Lok Adalat

**Norification**

No. 28/9/2017-LAB/780

The following award settled before the Lok Adalat at Panaji-Goa on 09-09-2017 in reference No. IT/42/12 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 15th November, 2017.

**LOK ADALAT**

**Compromise Memorandum in cases u/s  
10 (1) (D) of Industrial Disputes Act, 1947**

Type of cases:-

Case No. IT/42/12 Pending before Industrial Tribunal-cum-Labour Court-I, Panaji.

Shri Sandeep Naik & others ... Applicant.  
V/s

M/s. Tulip Dignostic Pvt. Ltd., ... Respondent.  
Verna-Goa

MAY IT PLEASE YOUR HONOUR

Dispute in brief is that workmen in reference were transferred to Lucknow & Chennai and dispute of malafide transfers were raised.

We, that is Shri Sandeep Naik & others, Applicant M/s. Tulip Dignostic Pvt. Ltd., Respondent alongwith our Advocates, authorize panel/bench constituting Lok Adalat, in the above said matter that we have arrived at the compromise to settle the matter as follows:

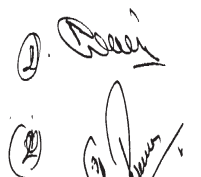
**TERMS OF COMPROMISE**


As per the terms of the settlement enclosed.

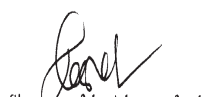
We have arrived at the compromise terms willingly before the Lok Adalat held on ..... at ..... No coercion or force is applied. Today, though it is not working day for the Court we request the panel/bench constituting the Lok Adalat to record the compromise today only and the aforesaid matter may be marked as settled accordingly.




Dated this 9th day of September, 2017.

  
Signature of the Applicant

  
Signature of the Respondent

  
Signature of the Advocate for the Applicant

  
Signature of the Advocate for the Respondent

(Signature of the Authorized officer of the Government)

#### AWARD

The matter is amicably settled as above before the Lok Adalat held on 9-9-2017 at Panaji.

1. Signature of the Presiding Officer of Panel of Lok Adalat
2. Signature of the Member of Lok Adalat
3. Signature of the Panel of Lok Adalt

BEFORE THE INDUSTRIAL TRIBUNAL  
AT PANAJI

Ref. No. IT/42/2012

Shri Sandeep M. Naik & 2 others .... Workman/Party I.  
V/s

M/s. Tulip Diagnostics ... Employer/Party II.  
Pvt. Ltd., Verna-Goa

MAY IT PLEASE YOUR HONOUR


The parties to the above reference have settled the subject matter on the following terms:-

1. It is agreed by the management that Shri Ajjayya Ganapati Rane and Shri Raju R. Naik shall pay a sum of Rs. 75,000=00 (Rupees Seventy

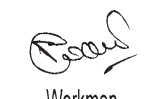
five thousand only) each in full and final settlement of all claims arising out of their employment.

2. Shri Ajjayya Ganapati Rane and Shri Raju R. Naik shall accept the amount of money mentioned in clause No. 1 in full and final settlement of their all claims arising out of their employment. The amount mentioned in clause No. 1 includes all the claims including Gratuity, Bonus, Leave Encashment, LTA, Medical, Salary, Ex-gratia etc. and Shri Ajjayya Ganapati Rane and Shri Raju R. Naik further confirms that they shall have no further claims of whatsoever nature against the company, even any claims which can be computed in terms of money including any claim of reinstatement or re-employment with the company.

3. It is prayed that the above reference be disposed off in terms of above settlement.

  
For the Employer / Party II

  
Workmen  
Shri. Ajjayya Ganapati Rane

  
Workmen  
Shri. Raju R. Naik

  
Adv. For workmen

Date: 9-9-17.

Place: Panaji.

#### RECEIPT

Received from the management of M/s. Tulip Diagnostics Pvt. Ltd., Verna, Goa a sum of Rs. 75,000/- (Rupees seventy five thousand only) by way of cheque No. 071573 dated 18-8-2017 drawn on Bank of India payable at par in full and final settlement of all my claims arising out of my employment, including all my claims of Bonus, Gratuity, Leave encashment, LTA, Medical, Salary, Ex-gratia etc. or any other claim/sum which can be computed in terms of money, in complete satisfaction of my claims and I further confirm that I have no claim of whatsoever nature which can be computed in terms of money, against the company, including any claim of reinstatement and/or re-employment.

Sd/-

Date:- 9-9-17

Shri Ajjayya Ganapati Rane

**RECEIPT**

Received from the management of M/s. Tulip Diagnostics Pvt. Ltd., Verna-Goa a sum of Rs. 75,000/- (Rupees seventy five thousand only) by way of cheque No. 071574 dated 18-8-2017 drawn on Bank of India payable at par in full and final settlement of all my claims arising out of my employment, including all my claims of Bonus, Gratuity, Leave encashment, LTA, Medical, Salary, Ex-gratia etc. or any other claim/sum which can be computed in terms of money, in complete satisfaction of my claims and I further confirm that I have no claim of whatsoever nature which can be computed in terms of money, against the company, including any claim of reinstatement and/or re-employment.

Sd/-

Date:- 9-9-17

Shri Raju R. Naik

**Notification**

No. 28/9/2017-LAB/781

The following award settled before the Lok Adalat at Panaji-Goa on 08-04-2017 in reference No. IT/25/2004 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).  
Porvorim, 15th November, 2017.

**LOK ADALAT****Compromise Memorandum in cases u/s 33 (C) of Industrial Disputes Act, 1947**

Type of cases:- IT-25/2004

Case No. Pending before Industrial Tribunal-cum-Labour Court-I, Panaji.

Shri/M/s. Gajanan Naik ... Applicant.

V/s

Shri/Smt. Enarai Techprint ... Respondent.

**MAY IT PLEASE YOUR HONOUR**

Dispute in brief is that regarding the alleged forcefull resignation obtained by Employer.

We, that is, Shri/Smt. Gajanan Naik, Applicant Shri/Smt. Enarai Techprints Pvt. Ltd., Respondent alongwith our Advocates, authorize panel/bench constituting Lok Adalat, in the above said matter

that we have arrived at the compromise to settle the matter as follows:

**TERMS OF COMPROMISE**

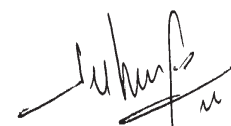
The Party II/Employer has offered to pay Rs. 15,000/- (Rupees Fifteen thousand only) to the workman Shri Gajanan Naik in full & final settlement of his claim. The amount is equal upon by both parties and intent dispute stands settled conclusively. The cheque shall be drawn in the name of the workman by the employer & deposited within 2 weeks.

We have arrived at the compromise terms willingly before the Lok Adalat held on ..... at ..... No coercion or force is applied. Today, though it is not working day for the Court we request the panel/bench constituting the Lok Adalat to record the compromise today only and the aforesaid matter may be marked as settled accordingly.

Dated this 8th day of April, 2017.

Signature of the Applicant

Signature of the Respondent



Signature of the Advocate for the Applicant | workman

Signature of the Advocate for Respondent | Employer

(Signature of the Authorized officer of the Government)

**AWARD**

The matter is amicably settled as above before the Lok Adalat held on 8th April, 2017 at Panaji.

1. Signature of the Presiding Officer of Panel of Lok Adalat, -

2. Signature of the Member of Panel of Lok Adalat

3. Signature of the Member of Panel of Lok Adalat

IN THE INDUSTRIAL TRIBUNAL  
GOVERNMENT OF GOA  
AT PANAJI-GOA

Ref: No. IT/25/2004

Shri Gajanan Naik .... Party No. I  
V/s.

M/s. Enarai Techprints Pvt. Ltd. ... Party No. II.

APPLICATION FOR AWARD IN TERMS OF  
SETTLEMENT

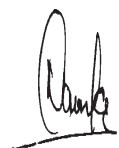
MAY IT PLEASE YOUR HONOUR

The Party No. I and Party No. II hereinabove state and submit as under:-

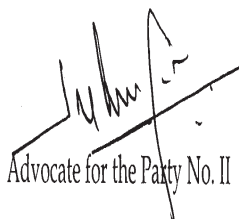
1. That in the present matter the Party No. II has agreed to pay a sum of Rs. 15,000/- (Rupees fifteen thousand only) to Mr. Gajanan Naik in full and final settlement of all his claims in the reference.

2. The Party No. I, Mr. Gajanan Naik accepts the offer of Rs. 15,000/- (Rupees fifteen thousand only) and in view of having accepted the offer, states that he has no claim of whatsoever nature against the Party No. II/employer and that he does not wish to pursue to the said reference and treat the said reference as settled.

3. The Parties therefore prays that an award be please passed in terms of settlement disposing of the reference.



Advocate for the Party No. I



Advocate for the Party No. II

Place: Panaji-Goa.

Date: 08-04-2017.

Inspectorate of Factories and Boilers

**Order**

No. 2/05(Part)/ADM-IFB/2017/3165

Read: Memorandum No. 2/05(Part)/ADM-IFB/  
/2017/2041 dated 28-08-2017.

On the recommendation of the Goa Public Service Commission as conveyed vide letter No. COM/I/5/19(1)/2015/812 dated 14-08-2017 and upon acceptance of the offer of appointment issued vide above cited Memorandum, Government is pleased to appoint Shri Pandurang Datta Malik to

the post of Inspector of Factories (Group "B" Gazetted) in the Inspectorate of Factories and Boilers, Altinho, Panaji, Goa in the pay band PB-2 Rs. 9300-34800+Grade Pay of Rs. 4600/-(pre-revised) from the date of joining the post on the terms and conditions contained in the Memorandum cited above.

1. He shall be entitled to all other allowances as admissible under the rules.
2. The above candidate shall be on probation for a period of two years from the date of his joining.
3. The above candidate has been medically examined and declared fit by the Medical Board.
4. Character and antecedents of the above candidate have been verified by the District Magistrate, North Goa District, Panaji through the Police Department and nothing adverse has come to the notice of the Government.
5. The expenditure towards pay and allowances of above candidate shall be debited to the Budget Head 2230—Labour and Employment; 01—Labour; 102—Working Condition and Safety; 02—Strengthening of Factory and Boiler Inspectorate; 01—Salaries (Plan).

By order and in the name of the Governor of Goa.

Vivek P. Marathe, Chief Inspector & ex officio  
Joint Secretary (Factories and Boilers).

Panaji, 17th November, 2017.

Department of Personnel

**Order**

No. 15/22/96-PER/Part-II/3431

- Read: 1) Notification No. 15/22/96-PER/Part I dated 04-10-1999 published in the Official Gazette, Series I No. 30 dated 21-10-1999.
- 2) Notification No. 1/25/87-PER (Pt. II) dated 30-04-2003 published in the Official Gazette, Series I No. 8 dated 22-05-2003.
- 3) Notification No. 15/22/96-PER/Part I dated 27-07-2011 published in the Official Gazette, Series I No. 21 dated 25-08-2011.

The Departmental Examination for the Officers in the Cadre of Block Development Officer was conducted by the Goa Public Service Commission under the notification referred in the preamble from 04-09-2017 to 08-09-2017 and the following officers mentioned in the Table-I have passed in all the subjects and therefore declared as "Passed".

TABLE-I

Sr. No.	Name of the officer
1.	Shri Krishnakant Sakhamam Pangam.
2.	Kum. Prajakta Dina Goltekar.
3.	Shri Bhagwant Anay Karmali.
4.	Shri Prasiddh Prakash Naik.
5.	Shri Amitesh Anant Shirvoikar.

The officers in Table-II have failed in the paper/s indicated against their name and therefore declared as "Failed".

TABLE-II

Sr. No.	Name of the officer	Failed in papers
1.	Shri Manesh Hari Kedar	II
2.	Shri Shrikant Babi Pednekar	I
3.	Shri Milindra Ganesh Velip	I & II

The result has been conveyed by the Goa Public Service Commission vide letter No. COM/I/5/42(1)/97-11/970 dated 30-10-2017.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Personnel-I).

Porvorim, 13th November, 2017.

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**Order**

No. 13/5/2016-PER/3436

Whereas, the Government vide order No. 13/5/2016-PER dated 31-07-2017 was pleased to grant extension in services to Dr. Edmundo J. Rodrigues, Professor and Head, Department of Forensic Medicine, Goa Medical College & Hospital, Bambolim-Goa beyond the date of his superannuation for the period of three months w.e.f. 01-08-2017 to 31-10-2017 subject to Vigilance Clearance, Concurrence of Finance Department and approval of Cabinet;

And whereas, the Government vide order No. 13/5/2016-PER dated 31-10-2017 was pleased to grant further extension in services to

Dr. Edmundo J. Rodrigues, Professor and Head, Department of Forensic Medicine, Goa Medical College & Hospital, Bambolim-Goa beyond the date of his superannuation for the period of nine months w.e.f. 01-11-2017 to 31-7-2018 subject to approval of Cabinet;

And whereas, the Vigilance Department has now submitted Vigilance Clearance in respect of Dr. Edmundo J. Rodrigues, Professor and Head, Department of Forensic Medicine, Goa Medical College & Hospital stating that no Disciplinary Proceedings/Vigilance cases are pending or being contemplated against Dr. Rodrigues;

And whereas, the Finance Department vide its U. O. No. 1400027637 dated 11-09-2017 has concurred the proposal for extension in service of Dr. Edmundo J. Rodrigues, Professor and Head, Department of Forensic Medicine, Goa Medical College & Hospital w.e.f. 01-08-2017.

And whereas, the Council of Ministers in its XIXth meeting held on 01-11-2017 has approved to grant ex-post facto approval for extension in service to Dr. Edmundo J. Rodrigues, Professor and Head, Department of Forensic Medicine, Goa Medical College & Hospital beyond the date of his superannuation for the period of one year w.e.f. 01-08-2017 to 31-07-2018.

Now, therefore, the Government is pleased to grant extension in service to Dr. Edmundo J. Rodrigues, Professor and Head of Forensic Medicine, Goa Medical College & Hospital beyond the date of his superannuation for the period of one year w.e.f. 01-08-2017 to 31-07-2018.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Personnel-II).

Porvorim, 14th November, 2017.

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**Corrigendum**

No. 15/32/2012-PER/3506

Read: Order No. 15/32/2012-PER dated 01-11-2017.

In the order referred to in the preamble the phrase "w.e.f. 28-10-2016" shall be substituted to read as "w.e.f. 28-10-2017".

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Personnel-I).

Porvorim, 17th November, 2017.

**Order**

No. 6/5/2011-PER

On the recommendation of the Goa Service Board and with the approval of the Government, the transfer and posting of the following Junior Scale Officers of Goa Civil Service is ordered, with immediate effect and in public interest:-

Sr. No.	Name and present posting of the officer	Posted as
1	2	3
1.	Shri Prashant P. Shirodkar, Deputy Collector & SDO, Quepem	Deputy Collector & SDO, Dharbandora thereby relieving Shri Agnelo Fernandes from the additional charge.
2.	Shri Pradeep Shankar Naik, Deputy Director (Admn.), Industries, Trade & Commerce	Deputy Collector, Bicholim. He shall hold the additional charge of the Chief Officer, Bicholim Municipal Council.
3.	Smt. Sheru Appa Shirodkar, Additional Director, Municipal Administration	Deputy Collector (Revenue), North. She shall hold the charge of the Deputy Collector (LA) North and Deputy Collector, D.R.O., North in addition to her duties thereby relieving Smt. Trupti Manerkar of the additional charge.
4.	Smt. Olga Menezes, Deputy Director, Industries, Trade & Commerce	Member Secretary, Sanjay School thereby relieving Shri Taha Haaziq of the additional charge.
5.	Smt. Triveni Paik Velip, Deputy Collector North-1	Additional Director, Municipal Administration.
6.	Shri Harish N. Adconkar, Deputy Collector & SDO, Bicholim holding additional charge of Chief Officer, Bicholim Municipal Council	Under Secretary (Personnel-I).
7.	Smt. Shanti Makwana Harding, Deputy Registrar, Goa College of Engineering	Under Secretary, Goa State Information Commission.
8.	Shri Paresh M. Fal Desai, Deputy Collector & SDO-II, Salcete holding additional charge of the posts of SLAO, WRD & Deputy Collector, Revenue, South	Deputy Collector & SDO-I, Salcete. He shall hold the additional charge of Administrator of Comunidade, South.
9.	Shri Pundalik V. Khorjuekar, Deputy Collector, SDM, Tiswadi	Deputy Director (Admn.), DFDA thereby relieving Shri Prasad Volvoikar of the additional charge. He shall hold the additional charge of Deputy Director (Admn.), Agriculture.
10.	Shri Shashank Thakur, Under Secretary (Personnel-I) holding additional charge of Deputy Director (Admn.), DoIT & Member Secretary, Marathi Academy	Under Secretary (Personnel-II). He shall hold the charge of Dy. Director (Admn.), DoIT in addition to his duties.
11.	Shri Manuel P. Barreto, holding additional charge of Deputy Director of Mines II	Deputy Director of Mines II.
12.	Shri Akshay Potekar, General Manager, GIDC holding additional charge of Deputy Registrar of Co-operative Societies (Admn.)	Deputy Director, Industries, Trade and Commerce.



1	2	3
13.	Shri Deepesh Priolkar, Deputy Collector, DRO, South holding additional charge of Administrator of Comunidades, South	Deputy Registrar of Co-operative Societies (Admn.).
14.	Shri Ajay Ramchandra Gaude, Deputy Director-II, GMC	General Manager, GIDC.
15.	Shri Kedar Naik, Deputy Collector, Canacona holding the additional charge of Chief Officer, Canacona Municipal Council	Deputy Registrar, Goa Engineering College, Farmagudi.
16.	Shri Rohan Janardan Kaskar, Administrator of Comunidades, North Zone holding the additional charge of Asst. Director (Trg.), HT & C	Deputy Director (Admn.), Directorate of Industries, Trade and Commerce. He shall hold the charge of Assistant Director (Trg.), HT & C and OSD in GHRSSIDC in addition to his duties.
17.	Shri Gurudas Tubki Desai, Deputy Collector (Revenue), North holding additional charge of Deputy Collector, LA, North	Deputy Collector & SDM, Tiswadi.
18.	Smt. Roshell Aurita Fernandes, Deputy Collector, LA, South with an additional charge of Administrative Officer, Hospicio	Deputy Collector & SDO-II, South. She shall hold the charge of Deputy Collector, LA, South in addition to her duties.
19.	Shri Pravin Parab, Forest Settlement Officer, North	Deputy Director (Admn.), Goa Medical College thereby relieving Smt. Fransquinha Oliveira of the additional charge.
20.	Shri Uday Rama Prabhu Desai, Deputy Collector & SDO-I, Salcete	Administrative Officer, Hospicio, Margao.
21.	Shri Vishal Kundaikar, Under Secretary, Goa State Information Commission	Deputy Collector and SDM, Ponda thereby relieving Shri Navnath Naik of the additional charge. He shall continue to hold the charge of Mamlatdar, Salcete until further orders.
22.	Shri A. S. Mahatme, awaiting posting in Junior Scale of Goa Civil Service & holding additional charge of Assistant Registrar of Co-operative Societies	Under Secretary (Industries and Labour).
23.	Shri Ramesh Naik, awaiting posting in Junior Scale of Goa Civil Service & holding additional charge of Assistant Registrar of Co-operative Societies	Joint Director (Information and Publicity).
24.	Smt. Darshani Samir Desai, awaiting posting in Junior Scale of Goa Civil Service & holding additional charge of Commercial Tax Officer	Chief Officer, Quepem Municipal Council.
25.	Shri Amir Parab, awaiting posting in Junior Scale of Goa Civil	Deputy Collector (Revenue), South. He shall hold the charges of Deputy Collector, DRO,

1	2	3
	Service & holding additional charge of Block Development Officer, Pernem	South and SLAO, WRD, Gogal in addition to his duties. Also he shall continue to hold the charge of Block Development Officer, Pernem until further orders.
26.	Shri Raju Rogunath Dessai, awaiting posting in Junior Scale of Goa Civil Service & holding additional charge of Technical Officer in the General Administration Department	Deputy Collector & SDO, Canacona. He shall hold the charge of Chief Officer, Canacona Municipal Council in addition to his duties.
27.	Shri Sagun R. Velip, Chief Officer, Quepem Municipal Council	Under Secretary-II (Revenue) thereby relieving Shri Sudin Natu of the additional charge.
28.	Smt. Georgina Saldana, Under Secretary, Industries and Labour	Deputy Director, GMC-II.
29.	Smt. Nayan Moraskar, awaiting posting in Junior Scale of Goa Civil Service & holding additional charge of Superintendent of Excise	Assistant Commissioner, Excise-II thereby relieving Shri Satyawar Bhivshet of the additional charge.
30.	Shri Rohit Kadam, Deputy Director, Agriculture with additional charge of Joint Director, Information & Publicity	Deputy Collector & SDM, Quepem.

Shri Amul Gaunkar, Deputy Director (Admn.), Directorate of Transport shall hold the additional charge of Deputy Director (Admn.), Department of Printing and Stationery until further orders.

Shri Gaurish Shankwalkar, Deputy Collector & SDO, Bardez shall hold the additional charge of Administrator of Comunidade, North until further orders.

Shri Francisco X. L. Ferrao, Forest Settlement Officer, South shall hold the additional charge of Forest Settlement Officer, North until further orders.

Shri Tushar Halarnkar, Deputy Director (Admn.), Department of Animal Husbandry & Veterinary Services shall hold the additional charge of Deputy Collector, North-1 until further orders vice Smt. Triveni Velip, transferred.

Shri Sudin Natu, Under Secretary (Revenue-I) shall hold the charge of Member Secretary, Goa Marathi Academy thereby relieving Shri Shashank V. Thakur of the additional charge. He shall continue to hold the charge of Under Secretary (Lokayukta) in addition to his duties until further orders.

The officer at Sr. No. 14, Shri Ajay Gaude and the officer at Sr. No. 28, Smt. Georgina Saldhana shall draw their salaries against the posts of Leave and Training Reserve.

All the above officers shall complete their handing over and taking over process within 05 working days and submit compliance. During these 05 working days, the outgoing officer shall brief the new officer and file a short report to the Personnel Department for perusal of the Government.

By order and in the name of the Governor of Goa.

*Yetindra M. Maralkar*, Additional Secretary (Personnel).

Porvorim, 15th November, 2017.

## Department of Planning

Directorate of Planning, Statistics &amp; Evaluation

## Notification

No. DPSE/III/MOSPI-SDG/112/2017/1922

The Government of Goa is pleased to appoint Director, Planning, Statistics & Evaluation as State Nodal Officer for implementation & monitoring of "Sustainable Development Goals" at State level.

And also appoint the departments against each SDG as Nodal department for implementation and monitoring the progress of SDGs.

Sr. No.	Goals	Nodal Department
SDG 1	No Poverty	Rural Development.
SDG 2	Zero hunger	Agriculture.
SDG 3	Good health & well-being	Health & Family Welfare.
SDG 4	Quality Education	Education.
SDG 5	Gender Equality	Women & Child Development.
SDG 6	Clean water and sanitation	Public Works Department/Water Resource.
SDG 7	Affordable and clean energy	Power.
SDG 8	Decent work & economic growth	Labour & Employment.
SDG 9	Industry innovation & infrastructure	Industries, Trade & Commerce.
SDG 10	Reduce inequalities	Social Welfare.
SDG 11	Sustainable cities and communities	Housing.
SDG 12	Responsible Consumption & Production	Forest.
SDG 13	Climate Action	Science, Technology & Environment.
SDG 14	Life below water	Fisheries.
SDG 15	Life on land	Forest/Revenue.
SDG 16	Peace and justice strong institution	Home.

The SDG Cell shall be established in each department consisting of 2-3 officers/officials including statistical personnel posted at concern department for ensuring quality & timely data flow.

This issues with the approval of the Government vide U.O. No. 7458/F dated 01-11-2017.

By order and in the name of the Governor of Goa.

Dr. Y. Durga Prasad, Director & ex officio Joint Secretary.

Porvorim, 9th November, 2017.

## Notification

No. DPSE/III/MOSPI-SDG/112/2017/1923

The Government of Goa is pleased to constitute the "Sustainable Development Goals (SDGs) Core Committee" inline of NITI Aayog with immediate effect as under:

1. Chief Secretary	— Chairman.
2. Secretary, Planning	— Member.
3. Secretary, Rural Development	— Member.
4. Secretary, Agriculture	— Member.
5. Secretary, Health & Family Welfare	— Member.
6. Secretary, Human Resource Development	— Member.
7. Secretary, Education	— Member.
8. Secretary, Women & Child Development	— Member.
9. Secretary, Water Resource	— Member.
10. Secretary, Power	— Member.
11. Secretary, Labour & Employment	— Member.
12. Secretary, Industries, Trade & Commerce	— Member.
13. Secretary, Social Justice & Empowerment	— Member.
14. Secretary, Housing Urban & Rural	— Member.
15. Secretary, Forest	— Member.
16. Secretary, Science, Technology & Environment	— Member.
17. Director of Planning, Statistics & Evaluation	— Member Secretary.

1. The Core Committee shall regularly monitor the implementation & progress of SDGs & its targets.

2. The Committee shall meet atleast once in three months or often at the convenience of Chairman.

3. In absence of Chairman, the Secretary, Planning shall preside over the committee meeting.

This issues with the approval of the Government vide U.O. No. 7458/F dated 01-11-2017.

By order and in the name of the Governor of Goa.

Dr. Y. Durga Prasad, Director & ex officio Joint Secretary.

Porvorim, 9th November, 2017.



## Department of Public Health

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**Order**

No. 2/4/2016-II/PHD/1465

Government is pleased to accept the resignation tendered by Dr. Antonio Joao Aaron Xavier De Souza, Associate Professor in the Department of Neurology, Goa Medical College & Hospital, Bambolim-Goa and he stands relieved from the said post w.e.f. 31-08-2017 (a.n.) on expiry of one month's notice.

By order and in the name of the Governor of Goa.

*Trupti B. Manerkar*, Under Secretary (Health).  
Porvorim, 20th November, 2017.

—  
**Order**

No. 4/3/2005-II/PHD/Vol.III/1467

Government is pleased to extend the term of ad hoc promotion of Dr. Melanie Audrey Alvares, Assistant Lecturer to the post of Lecturer, Department of Physiology, Goa Medical College and Hospital, Bambolim in the Level-11 [pay scale of Rs. 15,600-39,100+G.P Rs. 6,600/- (pre-revised)] for the interim period with effect from 21-08-2016 to 23-07-2017.

Dr. Melanie Audrey Alvares, has been promoted to the post of Lecturer, Department of Physiology, Goa Medical College and Hospital, Bambolim on regular basis w.e.f. 24-07-2017 in same pay scale vide Order No. 4-18-2002-II/PHD/Vol. 2 dated 24-07-2017.

This issues with the approval of the Goa Public Service Commission vide their letter No. COM/II/11/30(4)/2017/862 dated 05-10-2017.

By order and in the name of the Governor of Goa.

*Trupti B. Manerkar*, Under Secretary (Health).  
Porvorim, 20th November, 2017.

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Department of Vigilance

Directorate of Vigilance

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**Order**

No. 13/38/2013-VIG(PF)

Sanction of the Secretary Vigilance/Chief Secretary is hereby conveyed for the continuation of one post of Chief Technical Examiner, Group "A" Gazetted in the pay band 4 Rs. 37,400-67,000+GP Rs. 10,000/- corresponding Level-14 of (7CPC) in the Directorate of Vigilance for period of one year w.e.f. 01-12-2017 to 30-11-2018.

The expenditure towards the pay and allowances in respect of the above post shall be debited to the Budget Head, '2070—Other Administrative Services; 00—; 104—Vigilance; 01—Directorate of Vigilance; 01—Salaries; Demand No. 22.

By order and in the name of the Governor of Goa.

*Sanjeev C. Gauns Dessai*, Director & ex officio  
Additional Secretary (Vigilance).

Panaji, November, 2017.

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